Addendum: GenAI in Interviewing

Our study alluded to data bias from AI algorithms. This has been shown to evince itself in bias against women and girls, as evidenced by Nardeem & Marjanovic's (2020) work on contributing factors, as well as in racial bias (e.g., Sham, et. al., 2023). While we continue to encourage training methodologies and cross-validation to account for and reduce the influence of these biases, scholars such as Chomsky, et. al., (2023) argue that the race, class, and continent based biases can never be eliminated because they continue to be reproduced in daily life. Beyond this area of training-based bias, we might also consider another area of racial/global inequity: the use of residents of the global south as a way to protect the artifice of safety and security among residents of wealthy industrialized nations. One way to hasten model improvement can be found in the work of Diversity, Equity, and Inclusion professionals. One author of our paper is the Associate Director of the Multicultural Center on campus and has expressed keen interest in improving representative bureaucracy so that student efficacy is maximized (Bobo & Gilliam, Jr., 1990). Insights from DEI and Multicultural studies and practice professionals might be able to communicate expectations to the model in a way that is empathetic and works on positive reinforcement, much like on-campus programming for the university's MCC.

An example of this is found in a recent *60 Minutes* segment that showcases abysmal working conditions for Kenyans earning around $2 (USD) per day to filter content that shows violence, sexual trauma, and other horrifying content. In this respect, the "artificial" in artificial intelligence takes on the meaning of presenting an artificial world that has been scrubbed of traumatic images and text. This, like many facets of colonialism, works because those humans whose long term mental health could be affected matter less than wealthy, mostly white folks who might clutch pearls at inappropriate content. In this way, the practice of using minority or economically disadvantaged test groups a la Tuskegee continues.

Future research is needed in this area, on the front end of training and development as the back-end of deployment and product/program evaluation. Unfortunately, just as this is becoming most critical to advance the utility of GenAI for industrial and sector-based scaling, there is a push to vastly reduce or eliminate DEI and Multicultural Studies coming from conservative thinkers and policy actors as well as corporate decision-makers. At the time of this addendum, WalMart has recently announced that it is doing away with DEI and replacing it with a more amorphous "belonging" initiative (Forbes, 2024)

Bias Against Women Factors
Nadeem, A., Abedin, B., & Marjanovic, O. (2020). Gender bias in AI: A review of contributing factors and mitigating strategies.

Racial Bias
Sham, A. H., Aktas, K., Rizhinashvili, D., Kuklianov, D., Alisinanoglu, F., Ofodile, I., ... & Anbarjafari, G. (2023). Ethical AI in facial expression analysis: racial bias. *Signal, Image and Video Processing*, *17*(2), 399-406.

Chomsky
Chomsky, N., Roberts, I., & Watumull, J. (2023). Noam chomsky: The false promise of chatgpt. *The New York Times*, *8*.

Race and Efficacy

Bobo, L., & Gilliam Jr, F. D. (1990). Race, sociopolitical participation, and black empowerment. *American Political Science Review*, *84*(2), 377-393.

60 Minutes: Kenyan AI "Human Shields"

https://www.tiktok.com/@60minutes/video/7441407760840936735

Forbes
https://www.forbes.com/sites/jenamcgregor/2024/12/02/walmart-cuts-dei-initiatives-cognitions-approach-to-ai-coding-and-more/